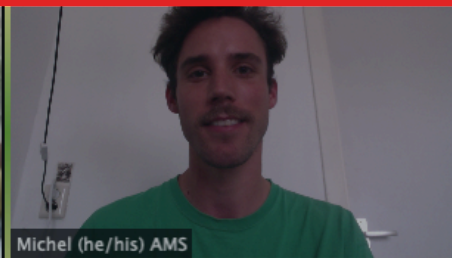


>> A Future of Inclusion and Solidarity.

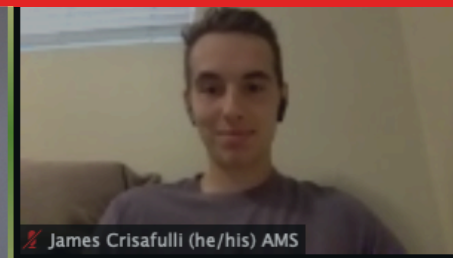
ANNUAL REPORT 2020



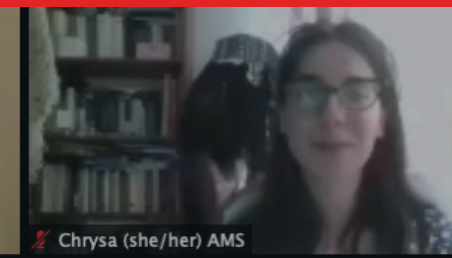
Laura Lasance (she/her) AMS



Michel (he/his) AMS



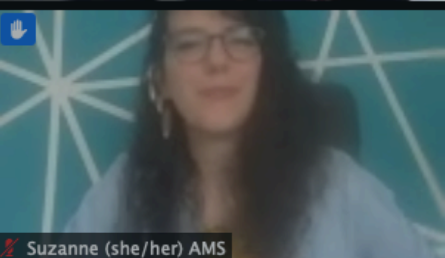
James Crisafulli (he/his) AMS



Chrysa (she/her) AMS



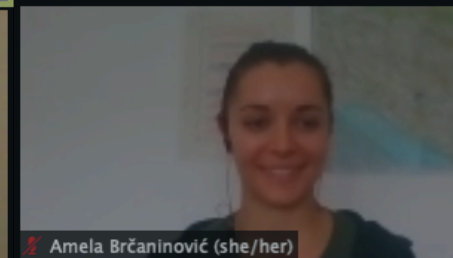
Raissa (she/her) AMS



Suzanne (she/her) AMS



James Crisafulli (he/his) AMS



Amela Brčanić (she/her)



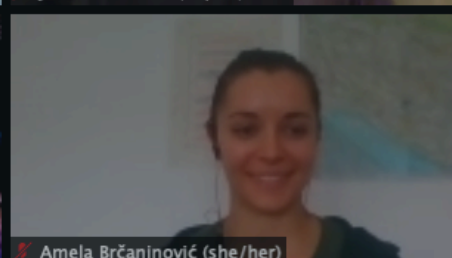
Parker Cellura (He/his) AMS



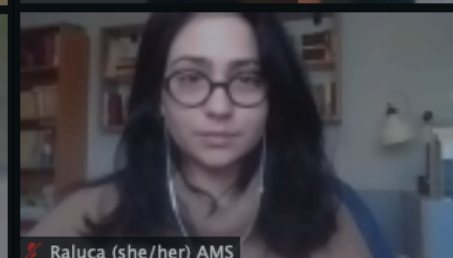
Myriam LAADHARI (She/her) AMS



Raavi Asdar (He/him) AMS



Amela Brčanić (she/her)



Raluca (she/her) AMS



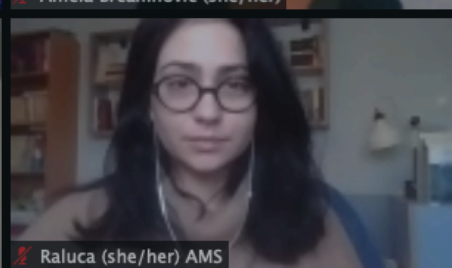
Maria Gayed (she/her) AMS



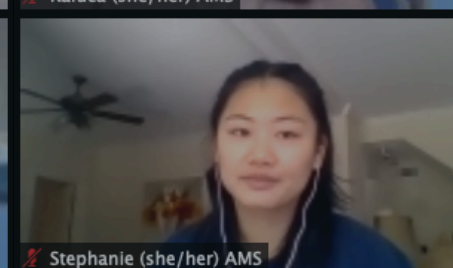
Emma (she/her) AMS



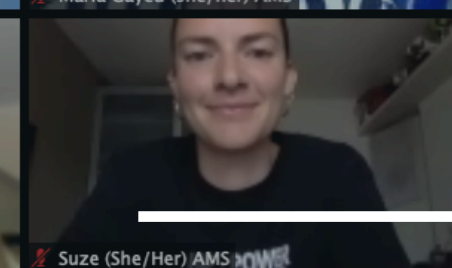
Stijn Ettes (He/His) AMS



Raluca (she/her) AMS



Stephanie (she/her) AMS



Suze (She/Her) AMS



Sam (he/him, AMS)

It is with great pleasure that we present you the 2020 annual overview of activities and annual accounts of Humanity in Action The Netherlands. We support liberal democracy, pluralism and human rights through intensive educational programs for high school students, college and university students, recent graduates, and young professionals. Our programs explore past and present examples of resistance to intolerance, with a goal of encouraging future leaders to be engaged citizens and responsible decision makers.

COVID-19 halted life as we knew it in 2020. The pandemic also exacerbated and highlighted many of the underlying inequities in our societies. In this challenging context, our staff had to shift to adequate virtual programming, securing a supportive learning environment and community for our Fellows. In a matter of two months, in close collaboration with Humanity in Action offices across Europe and in the United States, we joined forces, adapted and modified strategies, event plans, and numerous aspects of our pedagogy. We did so by sharing resources and collaborating.

**Our sincerest gratitude goes out to our
colleagues, (Senior) Fellows, friends
and sponsors for their flexibility, trust,
support and commitment.**

These past two years have demonstrated that regardless of how strong a democratic society seems, our democratic institutions cannot be taken for granted. We understand the importance of educational programs to counteract the rise of nationalism and populism. Therefore we continuously develop new approaches.

In the fall of 2020, in partnership with the Alfred Landecker Foundation, we launched the Landecker Democracy Fellowship. This program annually provides 30 professionals with the resources, guidance, and network they need to translate innovative ideas into tangible projects. The inaugural cohort started in October 2020 with the implementation of projects that reinvent democratic spaces.

Humanity in Action The Netherlands further developed customized training programs for non-profit organizations, companies and educational institutions. The training programs enable participants to examine contemporary questions around human rights, democracy, the rule of law, youth leadership and civic engagement.

From 2021 onwards, we reflect on our impact as an organization, guiding the intensification of our work with our Senior Fellows to contribute to a future of inclusion and solidarity. We greatly look forward to it.

Our sincerest gratitude goes out to our colleagues, (Senior) Fellows, friends, and sponsors for their flexibility, trust, support and commitment.



A stylized, handwritten signature in white ink, appearing to read 'Laura Lasance'.

Laura Lasance

Executive Director
Humanity in Action The Netherlands

>> We engage young people and professionals in our shared history and inspire them to contribute to an **inclusive society**.

1. ABOUT HUMANITY IN ACTION

Humanity in Action is a transatlantic non-profit organization that supports liberal democracy, pluralism and human rights through unique educational programs for college and university students and young professionals with additional programs for high school students and teachers.

- We **educate** tomorrow's leaders on past and present human rights challenges through critical historical as well as contemporary inquiries and cross-cultural dialogue.
- We **connect** an ever-growing international community committed to strengthening liberal democracy, human rights, and pluralism.
- We **inspire** civic engagement to advance social equity, responsibility, and justice.

Through our work:

- We affirm the importance of strengthening democratic values.
- We foster environments in which individuals of diverse backgrounds and identities can engage openly and respectfully with contentious and challenging ideas and each other.
- We support a vision of pluralistic societies that embrace differences and negotiate their boundaries through constructive political, social and personal dialogue and relationships.
- We build a multinational, intergenerational community of emerging and established leaders who share values including justice, equity, anti-racism and anti-discrimination, pluralism and empathy.



ABOUT HUMANITY IN ACTION THE NETHERLANDS

Humanity in Action The Netherlands is an independent, not-for-profit Dutch organization. The organization was founded in 1999 and has since then been an active partner in the international Humanity in Action network, collaborating closely with Humanity in Action offices in Poland, Denmark, Germany, Bosnia and Herzegovina and the United States. Humanity in Action The Netherlands is a non-partisan organization.

We empower young people as leaders and agents of change in the fields of human rights, democracy and an inclusive society. We develop educational programs for adolescents, students, recent graduates and young professionals. We also support integral (Senior) Fellow civic engagement activities, organize public awareness raising events, and design tailor-made training programs.

We boast more than 250 Senior Fellows in the Netherlands - entrepreneurs, government officials, artists, academics, lawyers, journalists, politicians, and activists. In many different ways, these Senior Fellows continue to contribute to society, be it as an International Policy Director, Cyber Policy Center at Stanford University (Marietje Schaake), Alderman (Ufuk Kâhya, Den Bosch), anthropologist and activist (Mitchell Esajas, The Black Archives), or journalist (Anouk Eigenraam). Senior Fellows play an important role in the various programs that are organized by us.

OUR IMPACT

We exist to have an impact on our Fellows and Senior Fellows as well as on their communities, and ultimately on society at large. We educate and we connect an international community of today's and tomorrow's socially responsible and conscious leaders. As a community, we inspire each other and the public to become and remain active agents in creating diverse, democratic societies. Together, we investigate deeply complex human rights challenges and steer social change through our research, action and the humane leadership of our alumni.

>> We leave our
footprints through our
community, programs,
actions, and
knowledge.

Senior Fellows Lisa Nussy (left) and Lecyca Curiel (right) (2019 Amsterdam Fellowship) - The Bigi Spikri Parade in Amsterdam.



2. COVID-19

Social justice is critical to a thriving democracy, and ever more so in times of crisis. In the past year, COVID-19 has crashed into our lives and expectations. The current pandemic has impacted nearly all communities. Humanity in Action was not exempt. Despite its challenges, we successfully moved our 2020 programs to virtual platforms, where we have connected and discussed the most pressing social justice issues of our time.

The pandemic has also exacerbated and highlighted many of the underlying inequities in our societies. Senior Fellows have addressed these issues all over the world with different areas of focus. Fellows, Senior Fellows, board members and staff have brought attention to the socio-political impact of the pandemic.

Many Senior Fellows who work in healthcare have responded to COVID-19 on the frontlines. To learn more about them and other projects addressing COVID-19, visit this [page](#).

In the context of the exacerbated inequities in our societies, Humanity in Action issued two statements:

- [Black Lives Matter](#) (June 04, 2020)
- [Anti-Asian Racism](#) (April 01, 2021)

A Zoom screenshot of the 2020 cohort of Amsterdam Fellows.



3. OUR ACTIVITIES

Below we provide an overview of highlighted activities. The [Humanity in Action Activity Report 2019-2020](#) provides an activity overview of our network as a whole.

EDUCATION & ACTION

We recognize the tensions embedded in all pluralistic societies through history. Each country, community and individual has their own conception about national and personal identity, derived from historical, cultural, and personal experiences. They encompass the most sensitive issues of ethnic, racial, national, religious, gender, sexual identities, and more.

The Fellowship

The Humanity in Action Fellowship explores issues of liberal democracy, pluralism and human rights. Each program is tailored to its location. Fellows are challenged to understand their host country's unique history of injustice, its present struggles to ensure the human rights of minority groups and the future of its democratic values.

Four Weeks

For four weeks, Fellows work with local experts and community members, visit museums and historical sites and engage in constant discourse with one another and program leaders. Each program has a cohort of 20-30 college students and recent graduates. Fellows come from many different backgrounds - academia, the arts, advocacy and activism - but share common interests. Humanity in Action

Fellows are collaborative, passionate and open people, willing to examine and challenge their personal preconceptions and biases.

Eleven Months In Their Own Communities

For the following eleven months, Fellows work on their Action Project: An independent venture focused on promoting democratic values in their own communities. Fellows apply their new knowledge and perspectives to the communities they impact - in whatever format they find meaningful. Past Action Projects have included documentaries, arts festivals and new organizations that serve the public good. Planning for the Action Project begins during the study portion of the Fellowship through workshops and collaborative discussion. An Action Project is a part-time commitment that Fellows plan and execute once they have returned to their primary work or studies.

Senior Fellow Network

After Fellows complete their Action Projects, Fellows - now alumni - are invited to join the Humanity in Action Senior Fellow network. The Senior Fellow network is the heart of the Humanity in Action community. Our over 2,500 Senior Fellows work around the world, across many different industries. You can find Humanity in Action Senior Fellows working in government, journalism, medicine, law, education, the arts, business and grassroots action. Senior Fellows stay engaged with Humanity in Action through the conferences, workshops, grants, seminars and study trips we offer. Senior Fellows also support and collaborate with one another. Connections made during Fellowship last for years and many Senior Fellows find professional opportunities through the community.



The 2020 Amsterdam Fellowship

Though typically on site, the 2020 Fellowship took place virtually to adapt to the COVID-19 pandemic. The Amsterdam Fellowship welcomed 25 carefully selected college and university students and recent graduates. The 2020 cohort consisted of Fellows from the Netherlands (12), the United States (7), Bosnia and Herzegovina (2), France (3), and Greece (1). In the program we hosted 18 speakers for the national cohort, and an additional 18 speakers with all international cohorts together.

We facilitated the Humanity in Action Fellowship Amsterdam 2020 virtually through Zoom and Google Classroom. We were able to create an intimate setting in Zoom where we fostered dialogue on different levels, from small groups to collectively with all international cohorts.

Successfully adapting to the new reality, we were able to host a thought-provoking and diverse program that was interdisciplinary, collaborative, and provided engaged learning experiences. We used various didactic methods such as lectures, workshops, discussions, and virtual site visits, allowing Fellows to research and experience the role(s) they can and want to play in society.

Program Content

The program traditionally takes the **Second World War** and the **Holocaust** - a devastating example of the collapse of democracy and the denial of minority rights - as a starting point. Peter Hein shared his experiences and wisdoms as a Holocaust survivor, in an impressive session together with his son and Senior Fellow David Hein (1999, Amsterdam). Peter Hein's key lesson: "Preventing genocide from happening again is a matter of education, education and more education. When you see injustices, speak up." Furthermore, the program dove into the **Dutch colonial past** and **history of slavery**. Jennifer Tosch gave a virtual Black Heritage tour of Amsterdam, where she showed Fellows that hidden histories are everywhere. She taught Fellows that "the key to the future is looking at the past."

The program then moved on to more recent developments, rigorously exploring **societal topics related to pluralism** from different angles. The Fellowship discussed immigration

and integration in the Netherlands with Christine Otten and Wim Manuhutu, acceptance of refugees with Kinan Alajak, institutional racism with Sinan Çankaya (former board member), xenophobia with Senior Fellow Mitchell Esajas (2016, John Lewis Fellowship), Senior Fellow Quinsy Gario (2017, Detroit Fellowship), and Jair Schalkwijk, LGBTQIA+ rights with Yuval Molina Obedman, diversity with Simion Blom, islamophobia and women's rights with Senior Fellow Nawal Mustafa (2014, Amsterdam Fellowship) and Sophia Seawell, anti-semitism with Fellow Lievnath Faber (2020, Landecker Democracy Fellowship) and Jelle Zijlstra, and climate action with Faiza Oulahsen. Each Fellow was invited to contribute to the program with a '**Fellow Talk**' - a presentation on a subject close to their hearts. They presented talks on autism, the Bosnian war, suicide prevention, gerrymandering, racist sexism against Asian women, and more.

We gave special attention to **group cohesion and wellbeing**, using a buddy-system where Fellows checked in with each other, providing moments in the program where Fellows reflected together, organizing get-togethers like a virtual pubquiz, and fostering collaboration with Action and Reflection Assignments. Fellows researched "Hidden figures: Historical Heroes", and social justice issues relating to COVID-19. Fellow Helay was excited about these experiences:

'This month has inspired me a lot and has fuelled this already existing fire and passion in me. To the social injustices in the world: you better watch out.'

- Helay Jelja, 2020 Amsterdam Fellowship -

Talking About Inequality (March 2020)

Organized by Tess Luttkhuis & Annelie Boeren, 2019 Amsterdam Fellows

For their Action Project 'Talking about Inequality,' Tess and Annelie developed a short program to discuss inequality in Dutch society with 28 first-year secondary school students in Tilburg. They used an interactive game in which participants are assigned profiles that illustrate how they are privileged and underprivileged in different ways.

Throughout the game, they experienced - in microcosm - what inequality is and how discrimination impacts both individuals and society. After the game, a dialogue was facilitated to relate different game elements to the world outside of school. Through the game, complex societal challenges such as racism, islamophobia, socio-economic inequality and sexism can be addressed in a constructive manner.

Untold Histories of the Atlantic World (November 2020)

Organized by Tianna Mobley, 2020 Amsterdam Fellow

Tianna Mobley produced the [podcast](#) and [instagram account](#) "Untold Histories of the Atlantic World", drawing attention to the interconnectedness of the Atlantic World through analyses of untold histories.

She has made episodes about Transatlantic African Heritage Tourism, Zwarte Piet and Vestiges of Dutch Colonialism, Black and Jewish Assimilation in Louisiana, and more.

Action Projects

For the eleven months following the Fellowship program, Fellows worked on their Action Project. On this page a few Action Projects are highlighted.

How Can I Help? (July 2020)

Organized by Gilberto Morishaw (2019 John Lewis Fellowship)

Gilberto organized a digital event series to explore how to foster unity in diversity and how to find our role in bringing about social justice. After George Floyd's murder in May 2020, many individuals awakened to the reality of social injustice and increasingly recognized the need to fight for racial equity and against injustices. Yet, many are struggling to find their place in the fight and understand how they can be useful.

This project was designed to provide people a space for in-depth reflection and learning. Activities focused on how new activists and sympathizers can contribute to liberating society from oppressive structures of injustice, involving conversations on race with different organizations, readings on social justice projects, and engaging in philosophical discussions about meaningfulness and justice. These were made possible by Gilberto's partnerships with EBBF, Soul and Creativo Design.

The Feeling of Gurbet (October 2020)

Organized by Loïc Michels & Marilou Niedda, 2019 Amsterdam Fellows

Loïc Michels and Marilou Niedda joined forces for their Action Project. They asked European Turks about nostalgia, known as Gurbet. The feeling of Gurbet is specific to the Turkish language, and means the state or feeling of being a stranger and/or longing for one's homeland. They produced a [podcast](#), enabling individuals to speak freely about their own experiences. Loïc and Marilou used the idea of gurbet as a way to deal with many topics related to Turkish immigration while questioning institutional racism and the apparent duplicity of identity. There was also a public [livecast](#) organized at Pakhuis de Zwijger.

Moving Towards A More Inclusive and Future-Oriented Dutch National Commemoration (May 2020)

Organized by Lisa Nussy & Lecyca Curiel, 2019 Amsterdam Fellows

In 2020, the Netherlands commemorated 75 years of freedom since the Second World War. On National Remembrance Day (May 4) and Liberation Day (May 5), we collectively reflect on the past. For their Action Project, Lisa and Lecyca researched to what extent the Dutch National Remembrance is inclusive and sustainable, and how we can use lessons from the past to guide us into a more inclusive future.

They initially planned an event on Dutch Liberation Day, to commemorate 75 years of freedom and reflect on the question: How can we commemorate more inclusively and sustainably? Due to COVID-19 they alternatively produced a [video](#) and wrote a [blog](#).

Fellow Experiences 2020



Kwolanne Felix

2020 Fellow

Amsterdam Fellowship

'I got to learn how history is really important in crafting a national narrative. In the Netherlands' national narrative, we see a centering of itself as the victim of WWII, and often erasing and forgetting the ways in which its Jewish population have faced unique and devastating struggles during WWII, and the way in which the Netherlands was in fact complicit in the Holocaust as well.'



Emma van den Aakster

2020 Fellow

Amsterdam Fellowship

'What I learned more about in this Fellowship is how different types of privileges and oppressions can intersect and work together to shape the realities of marginalised people in our current day context.'



Raavi Asdar

2020 Fellow

Amsterdam Fellowship

'I found learning about these topics for the past few weeks, is not only crucial for my understanding of my present surroundings, but also an extremely productive source for managing a new and more inclusive future.'



Đorđe Dujković

2020 Fellow

Amsterdam Fellowship

'For me the best part of the program are the Fellow Talks because we get the chance to meet each other by discussing the lectures and reading materials. The energy of the participants and the organisation of the program makes you forget you are in a Zoom meeting room.'

Landecker Democracy Fellowship

In partnership with the Alfred Landecker Foundation, Humanity in Action launched the Landecker Democracy Fellowship in June 2020. In response to our call, we received 262 applications, from the United States, Germany, Poland, the United Kingdom, and the Netherlands.

The Fellowship brings together 30 diverse leaders from Europe and the United States who spend one year implementing projects that reinvent democratic spaces, strengthen social cohesion and build community against the backdrop of COVID-19's impact on democracy. With financial support, the inaugural cohort of the Landecker Fellows works together from October 25, 2020 to October 24, 2021, building a unique community with strong ties to the Alfred Landecker Foundation and the Humanity in Action alumni network.

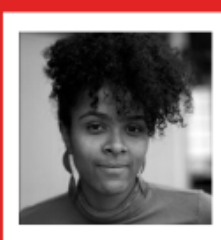
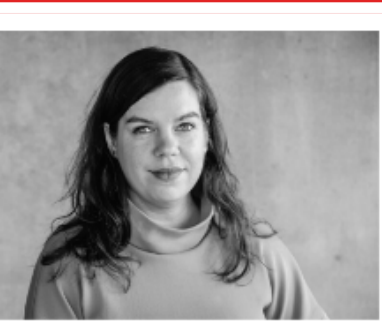
Within the Fellowship, Humanity in Action The Netherlands was tasked with social media content strategy and coordination and Action Academy programming. In 2020 during the call for applications alone, we reached over 195.000 people with our work, numbers that we only see increasing in 2021.

HIA Junior

HIA Junior facilitates constructive dialogue, strengthens social cohesion, increases civic engagement and personal leadership and opens up networks among a new generation of future changemakers. High School students between the ages of 14 and 18 collectively examine current social issues in the field of human rights, democracy and an inclusive society. Reflecting on the nature and target audience of HIA Junior, the organization decided to put this program on hold in 2020, as a direct consequence to the impact of the COVID-19 pandemic on our society.



HIA Junior 2019 themed 'Climate, Sustainability and Human Rights'.



The first cohort of Landecker Democracy Fellows.

Trainings

Humanity in Action The Netherlands develops customized trainings for non-profit organizations, companies and educational institutions. The training programs enable participants to examine contemporary questions around human rights, democracy, the rule of law, youth leadership and civic engagement, and diversity and inclusion.

In 2020, we developed a virtual training for the Netherlands Helsinki Committee on Human Rights, Movements and Minorities. The team also created a custom designed training program for an independent, privately funded, non-political and non-religious charitable foundation based in Switzerland. The goal was to increase the understanding of past and current day challenges within the context of identity, diversity and inclusion and to improve competencies to secure an inclusive environment in the working space.

OUR COMMUNITY

The Senior Fellow network is the heart of the Humanity in Action community. Once our Fellows have completed their Fellowship program and implemented an Action Project in their own community, they are invited to join the international Humanity in Action Senior Fellow network. Our over 2,500 Fellows and Senior Fellows work around the world, across many different industries including government, journalism, medicine, law, education, the arts, business and grassroots actions. Please see the [Humanity in Action Activity Report 2019-2020](#) for an overview of some of the accomplishments of our Senior Fellows.

Nationally, in 2020, Senior Fellows were frequently involved in educational programs, trainings, public events, governance, strategy development and fundraising. We spotlighted 31 Senior Fellows in 48 posts on our social media channels with articles, awards, and interviews.

The website that was launched in 2019 allows Senior Fellows to log in to HIA Connect to find each other, connect, and stay informed about all the opportunities we offer. Senior Fellows and Humanity in Action also maintain regular contact through the various internal Facebook groups.



Executive Director Laura Lasance - Netherlands Helsinki Committee Virtual Training 2020.



4. OUR PARTNERS

SPEAKERS

Kinan Alajak, Stephanie Archangel, Ajamu Baraka, Abdel el Bacha, Simion, Andrew Benincasa, Dion van den Berg, Simion Blom, Sinan Çankaya, Konstanty Gebert, Peter Hein, Magdalena Krasowska-Igras, Xandra Koster, Rachael Lorna Johnstone, Peter Jorna, Wim Manuhutu, Yuval Molina Obedman, Christine Otten, Youssef Rahman, Jair Schalkwijk, Sophia Seawell, Jennifer Tosch, Jelle Zijlstra.

SENIOR FELLOWS

Tara Dickman (2007 Paris Fellowship and 2020 Landecker Fellow), Erik Miltiadis Edman (2017 Warsaw Fellow), Mitchell Esajas (2016 John Lewis Fellowship), Lievnath Faber (2020 Landecker Fellow), Aisha Fukushima (2007 Amsterdam Fellow, 2010 San Francisco), Nathan Furukawa (2009 New York City Fellow), Quinsy Gario (2017 Detroit Fellowship), David Hein (1999 Amsterdam Fellowship), Nawal Mustafa (2014 Amsterdam Fellowship), Eline Peters (2013 Amsterdam Fellowship), Saim Saeed (2014 Berlin Fellowship), Aakash Shah (2010 Amsterdam Fellowship), Aisha Turner (2011 Copenhagen Fellow, 2013 Pat Cox Fellow), DeLesslin "Roo" George-Warren (2014 Copenhagen Fellow), Marie Nele Wolfram (2019 Warsaw Fellowship).

ORGANIZATIONS

Amnesty International Nederland, The Black Archives, The Black Heritage Tours, CTRL ALT DELETE, De Goede Zaak, Greenpeace, Kahane Foundation, Korea – EU CSO Network, Mama Cash, Netherlands Helsinki Committee, Oy Vey, Pakhuis de Zwijger, PAX, Rijksmuseum, and S.P.E.A.K.

Jennifer Tosch of The Black Heritage Tours - 2020 Amsterdam Fellowship.



Senior Fellow Mitchell Esajas (2016 John Lewis Fellowship, middle) and Community Mobiliser Jelle Zijlstra (left) - 2020 Pax Peace Week.

5. MONITORING AND EVALUATION

Continuous monitoring and evaluation are integral to our working method. During and after the educational programs, our curriculum, speakers, group dynamics, facilitation and guidance, and production efforts are evaluated. Upon completion, participants evaluate the program overall in full. Fellows also write a letter to the (inter)national board at the end of the Fellowship by means of feedback.

Prior to the Fellowship, the candidate - Fellows submit an initial Action Project plan in their Fellowship application. During the Fellowship program, Fellows also complete questionnaires focused on social engagement, knowledge of programmed themes and status of programmed skills, as well as vision of their own future. The measurement also allows for expectations and personal learning goals. After completion of the Action Project, Fellows reflect in writing on the process of the project implementation from which we expect to be able to better gauge the increase in knowledge, insights and skills. The final project illustrates the knowledge, skills and network participants have gained. Above all, it is a reflection of their learning trajectory and growth.

The Senior Fellow Network offers professional and personal networking opportunities. The level of engagement can be derived from the activity level on our platform HIA Connect and the internal Facebook pages of the network, as well as the programmatic and organizational involvement of Senior Fellows in Humanity in Action The Netherlands.

6. VISIBILITY

Our Fellows and Senior Fellows are at the heart of society and show the strength of Humanity in Action The Netherlands. We are happy to promote their actions, publications and stories more on our social media channels, at (virtual) public events and through traditional and new media. By communicating better about our work, we increase our impact and brand awareness. In 2020, through our social media content strategy, we reached over 300.000 young people with messaging on the Fellowship. This is a steep increase in outreach in relation to our results in 2019, when we reached just over 208.000 young people.

We collaborated with different partner organizations and organized meaningful hybrid and virtual events. Together with PAX, we organized the event "Activism: Profession, hobby or lifestyle?" during Pax Peace Week. One of our Senior Fellows, Mitchell Esajas, provided the keynote speech. Our staff was also visible in multiple public events. At Pakhuis de Zwijger, we participated in a panel with (candidate) members of parliament, discussing institutional racism in the context of the upcoming parliamentary elections in the Netherlands. Furthermore, we participated in a panel organized by the Korea - EU Civil Society Network. The focus of that event was 'Successfully Engaging the Public: Strategies and Challenges of Korean and European Civil Societies'.



Program Manager Raissa Biekman (left) and Executive Director Laura Lasance (right) - Netherlands Helsinki Committee Virtual Training 2020.

7. RISKS AND UNCERTAINTIES

Humanity in Action The Netherlands faces a number of external and internal risks and uncertainties in the context of the implementation of our work. As a result of the COVID-19 pandemic, we conducted our educational programming entirely virtually. In close consultation with our funders and partners, adjustments were made, successfully guaranteeing quality and impact. Public events have also taken place virtually. Reflecting on the nature and target audience of HIA Junior, the organization decided to put this program on hold in 2020.

The conversion of our core programming to powerful virtual variants has required substantial time investment in 2020. For this reason, less progress has been made on the development of the Senior Fellow Network track than initially anticipated. We are pleased to have secured funding for this trajectory to be kicked-off in the second half of 2021, supported by an impact analysis of our work in the Netherlands.

The external effects of the social and political turmoil in our societies are directly felt in our programs. The year 2020 was by no means an exception to this. The changing society in which we operate forces us as an organization to constantly reflect sharply on the approach and impact of our work. In order to effectively address current societal challenges, we can never suffice with "business as usual". In 2020, the international team therefore attended several training programs on online community building and education.

Humanity in Action The Netherlands relies on the support of funders, supporters and individual donors. The annual budget of 2020 was initially set at approximately 200.000 Euro. As anticipated the total decreased as a direct impact of the effects of the pandemic on our work and fundraising opportunities, to approximately 150.000 Euro. The budget for 2021 is set at approximately 290.000 euro. This increase is largely the direct effect of our partnering in the Landecker Democracy Fellowship 2020-2023.

In terms of looking ahead, the development of a new public policy plan 2021-2023 was put on hold until the second half of 2021, as the duration and weight of the impact of the pandemic on our society and organization could not be assessed thoroughly in 2020. Our obligations to third parties have been met.

We are also aware of internal risks of our organization. In order to make a solid next step in the process of professionalization - and to deploy the related fundraising - additional staff is needed. In 2020, within our relatively small team with two paid employees (1.6 FTE), 4 interns during the year and several volunteers, downtime due to, for example, long-term illness is a risk to be reckoned with. As an employer,

8. OUR TEAM

TEAM

Executive Director: Laura Lasance

Program manager: Raissa Biekman

Interns: Michel Pijnen, Amber Voet, Shantal Martis, Lotte Geboers

Volunteer: Wessel Toonen

BOARD

Fatma Koşer Kaya, Chair

Laurens Korteweg > Johan Slinger, Treasurer

Corinne Arnold > Nejra Kalkan, Secretary

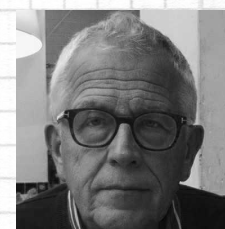
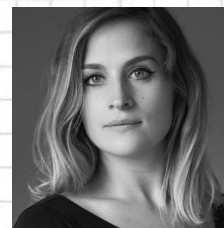
Eline Peters, General board member

All members of the board are equally responsible. All board positions are unpaid. The board appoints an Executive Director who is in charge of the daily management of the organization. They report to the board. In 2020, the board and the Executive Director met eight times.

Together with a delegation of the Senior Fellow Network, the Executive Director and the Program Manager, the board reflects and looks ahead during the annual strategic day. The board evaluates its own functioning annually. Board members are appointed for three years. Renewal of the board term takes place by mutual agreement. In this context, three new board members will be recruited in the autumn of 2021.

ADVISORY COMMITTEE

Carla Aalse, Boris Dittrich, Astrid Elburg, Felix Guttman, Mostafa Hilali, Dienne Hondius, Nando van Ketwich Verschuur, Uğur Pekdemir, Herman Schaper, Awraham Soetendorp, Marian Spier, Tof Thissen, Anna Timmerman, and Nout Wellink.



9. FINANCIAL POLICY

Humanity in Action The Netherlands annually publishes an activity report and financial statements to provide insight into our activities and finances. This year we also publish an ANBI form on our website.

The financial year 2020 shows a balance sheet total of **Euro 129,653** and with a total expense of **Euro 146,635** and a total income of **Euro 148,625** the year was closed with a result of **Euro 1,990** positive. The organization has sufficient funds to meet its obligations. For further details please see the notes in the financial statements.

FUNDRAISING

Humanity in Action The Netherlands has the ambition to continuously develop, strengthen and grow our impact. Because of this, we focus our attention on our positioning, our core activities, visibility, and sustainable reciprocal partnerships. Linked to this, strategic and targeted fundraising is important.

Since 2019, to shape the way forward, focus was set to deepen existing relationships with funders & new leads, to move from project basis funding to a more constant annual program cycle supported by multi-year funds, ideally in partnership, and to use our expertise to acquire additional funding. The chosen three-track policy has proven fruitful.

Humanity in Action The Netherlands is responsible for the fundraising for all programs in the Netherlands. In recent years, we have received very generous support from the Democracy and Media Foundation, the U.S. Embassy in the Hague and the Fred Foundation. In 2020, we could

additionally count on financial support from Fonds 21, Fonds 1818, and Maatschappij tot NUT van 't Algemeen - Amsterdam. We greatly welcome the partnership with the Alfred Landecker Foundation on the Landecker Democracy Fellowship in 2020-2023. In 2020, the larger part of our income through funds consisted of multi-annual grants.

In addition, our tailor-made training programs secure additional financial stability and enable us to continue to ensure that our educational programs remain accessible to everyone, free from charge.

Last but certainly not least, we are immensely grateful for the support of our friends and private donors. Special thanks go out to Arnout Schuijff for his commitment and support.

MANAGEMENT AND USE OF ASSETS

The policy is established in board meetings and implemented by the Executive Director. Decisions concerning the assets are also taken in board meetings.

Available funds and possible reserves are, in accordance with the statutory objectives, fully spent on the implementation of the programs of Humanity in Action The Netherlands and, if applicable, of Humanity in Action Inc. The 2020 costs consist mainly of personnel and program expenditures. Overhead costs (16.8%) were limited as much as possible. In the at least five annual board meetings, the staff and board of Humanity in Action The Netherlands reflect on the effectiveness of its programs.

CONTINUITY RESERVE

On May 1, 2019, the board of Humanity in Action The Netherlands decided to convert the general reserve into a continuity reserve. The purpose of this reserve is to monitor progress of the work at the time of an unexpected and/or temporary reduction of income. Humanity in Action The Netherlands aims to build up a reserve that covers six months salary and one year office rent. We strive to gradually grow to the desired reserve. All donations will benefit the programming.

FINANCIAL RESPONSIBILITY AND CONTROL

- The Executive Director is responsible for the day-to-day financial administration and accounting of the organization.
- The treasurer oversees the finances. Since May 2020 our treasurer is Johan Slinger. He took over duties from Laurens Korteweg. Clear agreements on the expenditure policy have been laid down in the financial policy. The Executive Director and treasurer maintain regular contact regarding the financial situation. At least three times a year the budget and realization of costs, including forecasts, are discussed.
- Payments in excess of Euro 5,000 must be approved by the Executive Director and treasurer.
- Accounting support is provided by an external bookkeeper, Agaath Administraties. All administrative documents are scanned internally by Humanity in Action The Netherlands and processed by Agaath Administraties in Visma. The bank mutations are read into the same program. All payments are linked to the document they relate to. In this way each payment can be traced back to a unique item in the accounts. The internally processed accounts are then checked and, if necessary, corrected by an external accounting firm. The accounts can be viewed online by the board at any time.
- The financial statements are prepared by Agaath Administraties. Since 2019, the financial statements are accompanied with a composition statement by accounting firm Stolp+KAB Adviseurs en Accountants B.V.



Closing Ceremony of the 2019 Amsterdam Fellowship in the FC Hyena Arena.

WORD OF THANKS

In 2021, we continue our virtual educational programs, public events and training programs, and are working on new programming. We enjoy continuing to build communication with our target audience through our growing social media channels, and website. Setting renewed targets and ambitions, and undertaking the required fundraising efforts, as well as realizing necessary staff investment remain the top priority.

Without the commitment of our team, partners, speakers, funders, advisors and the support of the Senior Fellows, Humanity in Action The Netherlands cannot exist. We are very grateful for your loyalty, inspiration, trust and support. In particular, we would like to thank the people whose professional advice has helped us strengthen the organization over the past year. Thank you!

>> A Future of
Inclusion and
Solidarity.



Program Manager Raissa Biekman (left) and Executive Director Laura Lasance (right) - 1st of July celebrations in Amsterdam, 2019.

In 2020 Humanity in Action The Netherlands was generously supported by our donors. We are also immensely grateful for the support of our friends and private donors. Special thanks go out to Arnout Schuijff for his commitment and support.



FONDS 21

Fonds 1818



Humanity in Action The Netherlands informs, inspires, and connects youth, students and young professionals in the field of human rights, democracy and an inclusive society. Humanity in Action The Netherlands empowers a new generation of inclusive and empathetic leaders.

www.humanityinaction.nl | www.humanityinaction.org | netherlands@humanityinaction.org

